

**2013 FCC EEO Public File Report for Charter Communications
12559 - OPS Blue Earth Cnty MN**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 11
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 30

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MN
FCC Unit 12559 - OPS Blue Earth Cnty MN

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1205682	Broadband Installer	Charter.com	2	0
		Employee Referral	1	1
		Indeed.com	1	0
		TV Advertisement	1	0
		Direct Employers	0	0
1205682 Total			5	1
1301105	Broadband Installer	Charter.com	1	0
		Employee Referral	2	1
		State Job Bank-MN	1	0
		Direct Employers	0	0
		State Job Board - MN	1	0
1301105 Total			5	1
1302053	Broadband Installer	Charter.com	1	1
		Direct Employers	0	0
		State Job Board - MN	0	0
1302053 Total			1	1
1205258	Broadband Tech I	Charter.com	2	0
		Internal Applicant	1	1
		Direct Employers	0	0
1205258 Total			3	1
1203337	Business Account Executive	Indeed.com	1	1
		Internal Applicant	1	0
		Direct Employers	0	0
1203337 Total			2	1
1204876	CLI Technician	Internal Applicant	4	1

1204876	CLI Technician	Direct Employers	0	0
1204876 Total			4	1
1301817	Field Auditor	Charter.com	1	1
		Direct Employers	0	0
1301817 Total			1	1
1204232	QA Inspector I	Internal Applicant	1	1
		Direct Employers	0	0
1204232 Total			1	1
1204951	Sup, Cust Sales & Service Cntr	CareerBuilder.com	1	0
		Indeed.com	1	1
		jobsinmankato.com	1	0
		Direct Employers	0	0
		State Job Board - MN	1	0
1204951 Total			4	1
1206156	System Technician I	Internal Applicant	3	1
		Direct Employers	0	0
1206156 Total			3	1
1303938	Construction Coordinator	Internal Applicant	1	1
		State Job Board - MN	0	0
1303938 Total			1	1
Grand Total			30	11

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal career portal	www.charter.com		Internet Posting	N/A	N	11
Charter.com	www.charter.com		Internet Posting	N/A	N	8
Direct Employers Association	9002 N. Purdue Rd. Suite 100	Indianapolis, IN.46268	Internet Posting	317-874-9000	N	*
State Job Board-MN.	www.minnesotaworks.net		Internet Posting	N/A	N	2
Indeed.com	www.indeed.com		Internet Posting	N/A	N	3
Employee Referral			Employee		N	3
TV Advertisement	Charter Media - 3993 Heritage Pl N	Rochester, MN 55901	Rick Ward	507-280-0551	N	1
Careerbuilder.com	www.careerbuilder.com		Internet Posting	N/A	N	1
jobsinmankato.com	www.jobsinmankato.com		Internet Posting	N/A	N	1

*Charter is a member of the Direct Employers Association. Through this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions state workforce agencies and job bank(s), and organizations that distributes to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Charter Offices	Weekly	Weekly postings of all opening in each Charter office for internal candidates to review.
2	Charter Offices	Monthly	Supervisors and Managers participated in a variety of training programs designed to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Leadership Connect, Advanced Leadershio Connect, Effective Hiring, Performance Management, and Civil Treatment for Managers.
3	Charter Offices	Monthly	Charter Communications arranged and paid for training for field technicians. Self Assessment and various training opportunities were available for Broadband and System Technicians to enable them to acquire skills that could qualify them for higher level positions.